



THE STUDY OF THE PREDICT FACTORS AFFECTED ON JOB SATISFACTION OF UNIVERSITY TEACHERS AT THE TUMYU EDUCATION GROUP, WUHAN – CHINA

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Article history:	Abstract:
Received: 13 th August 2021	This paper is aim to find between overall job satisfaction, family-work conflict, work-family conflict, expectation of payment, challenging job, learning opportunity, career opportunity, relationship with supervisor, and working environment. And in this research, the Tummy Education Group, which located in Wuhan, was used as a sample to measure the teachers in universities job satisfaction. All of the variables come from the literature review of previous studies. There are 400 questionnaires were distributed in different area of Wuhan, which has passed the reliable and content tests, and there are 400 questionnaires valid for this research. All of the data come from respondent include both general information and the information we need to measure the relationship between each variable. All of the data are entered in to SPSS, and a simple linear regression was used to measure the relationship between each variable, and multiple regression variables are going to be used to measure the mediating effect of brand trust. The results indicated that there is a significant relationship between Work-family conflict with overall job satisfaction, between learning opportunity and overall job satisfaction, between Career Opportunity and overall job satisfaction, between relationships and supervisor with overall job satisfaction, between Working Environment and overall job satisfaction. And Most respondents are preferring teaching more than research.
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Keywords: Job Satisfaction, Expectation of Payment, Challenging Job and Learning Opportunity.

INTRODUCTION

This research aim is to introduce the basic information of this study and introduce the basic information of the education industry of China and Tummy Education Group.

Wuhan, it is the capital city of Hubei Province in China. It is a deputy provincial city. It is a National Center City area of China. Wuhan is the central area of culture, financial, trade commercial, logistics, science and education center in Hubei province. Wuhan is an important research and education base of China. It is one of the most developed cities in China's higher degree education after Beijing and Shanghai. China's third-largest city science and education center, Wuhan has many colleges and universities. There are 1.1833 million college students.

Tummy Education Group is combined the several enterprises. The main idea for Tummy Education Group is focus on education, investment and management. It has provided several education and training services. In nearly 10 years, Tummy Education Group has been built Art college of engineering of Xi`an Polytechnic University, institute of modern

art of Jiangnan university, and other education college. It is also acquisition of central China normal university Wuhan media institute. These education college has been become powerful education college. It has been made value to create good social benefits. Tummy Education Group has main website: <http://www.tummy.com/>.

According to above analysis, it is obvious that job satisfaction of college teachers is important for college. As increasing numbers of college students, if college teachers have good job satisfaction, then they will use more power to improve their teaching level. If college wants to get higher education levels, they must pay attention to the job satisfaction for teachers in colleges. So, the main problem of this research is:

After research, there are some factors can be found which have relationship with job satisfaction of college's teachers. It is also important to identify the relationship with job satisfaction. The following chapters are answered these few questions:

The relationship between overall job satisfaction, family-work conflict, work-family conflict, expectation of payment, challenging job, learning opportunity, career opportunity, relationship with supervisor, and working environment.

THEORIES OF THE STUDY

According to Robbins and Judge (2013), job satisfaction was described as "a positive feeling about a job resulting from an evaluation of its characteristics" (pp 113). And Job satisfaction can be created by many factors, such as pay, promotion and coworkers; and many factors also created job dissatisfaction, for example, on-the job stress was ranked as the first reason which cause dissatisfaction, the following reasons are pay, promotion, work, security and so on (Robbins & Judge, 2013). What's more, different kind of jobs have different contract and also have different factors to create job satisfaction (Graaf-Zijl, 2012). So, it is important to know the predictors of job satisfaction toward different job, and this research is aim to find the predictors of job satisfaction of China private university teachers or college teachers.

What's more, according to Arndt et al (2006) and Booth and Hamer (2006), the increasing job satisfaction of employee will increase the intention of employee to stay longer in this career. What' more, there are also many ways to measure the job satisfaction of employee, such as questionnaire (Wood et al., 1986)

Then, according to KUCEL and VILALTA-BUFÍ (2013), job satisfaction of employee normally depends on the feelings of customer what they get from job and what they paid on the job. And Locke (1976) also confirmed that the job satisfaction of employees created by the feelings and evaluation of employees based on their previous working experiences.

The relationship between job satisfaction and expectation of payment

According to Sutherland (2012), pay or income of one employee is one of the most important factors which can affect the job satisfaction of employee, and there is a positive relationship between pay and job satisfaction of customer. And there many researchers also confirmed that pay of employee is a significant factor which can be used to predict the job satisfaction of employee [ex see: Carleton and Clain, 2012; Miryala and Thangella, 2012].

There are many research pointed out that pay is not the main predictor of job satisfaction anymore, because employee more care about other factors, such as learning opportunities and work environment, however, Chung et al (2012) argue that, pay is still important for employees even it is not the most important one, and the high expectation of employee also will reduce the job satisfaction of employee, and one appropriate payment expectation will main the job satisfaction of employee during their career.

The relationship between job satisfaction and challenging job

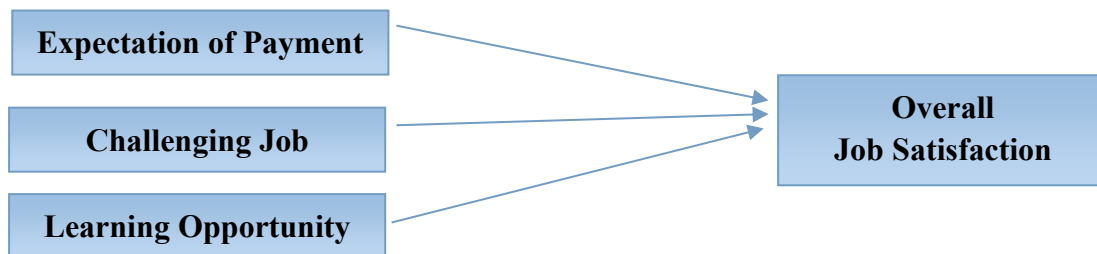
According to Kucel and Vilalta-Bufi (2013), challenging job is one significant factor which can be effected on the job satisfaction of employee of one company, they describe challenging job is related to the content of job in normal time, the level of the challenging of job will significant affect the job satisfaction of employee, and it is important as other factors.

The relationship between job satisfaction and learning opportunity

According to Kucel and Vilalta-Bufi (2013), they found that learning opportunity is very important for employee to het a higher job satisfaction, the more learning opportunity will be the higher levels job satisfaction of employees will

get. What’s more, they also informed that learning opportunities is a very important parts of the career of employee, and employee will expect that they will get a better career if they can get more learning opportunities in one company, and then, their job satisfaction will increase after they get learning opportunities.

Figure: Factors of effect overall job satisfaction



The Research Population

Population is defined as an element can show how influence from researcher wish (Scheaffer et al., 2006). The target population of this study is college teachers of Wuhan, China. According to research area need, Wuhan area is a developed area in which it has many collages in its province. As a result, these target samples should be teachers which in Wuhan city, and who work in colleges. Because its aim is to find job satisfaction of college teachers of Wuhan.

The Research Sampling Methods

In this research, the researcher used convenience sampling method to collect data from population. From this way is convenient for researcher gather and collect data from research people.

Convenience sampling is for researcher do random way to research people. Researcher may freely to find the pedestrians on the street and let them to do surrey questionnaires. Convenience sampling is simple and easy, can obtain the information in time, to save time and cost. On the other hand, the result of convenience sampling has deflection. It means not all samples are same, so credible degree is low, it is not always feasible.

Respondents of this study is the research for job satisfaction of colleges’ teachers in Wuhan. 230 survey questionnaires were designed to research in each universities of Wuhan. The following formula was showing the calculate size when the data of total sample is not available.

In the end, there are 200 questionnaires were select to collect and measure the relationship each independent variables with overall job satisfaction.

There are 230 questionnaires were distributed to research Wuhan college teachers, but only 200 questionnaires were collected and valid to be use to analyze. However, this number has to be rounded up in order to make sure that confidence interval will be attained within the wanted maximum error. This then makes the number of respondents required for this study 200 respondents (Ingram and Monks, 1992).

THE RESEARCH VARIABLES

Variable	Conceptual Definition	Operational Component	Measurement Scale
Expectation of Payment	the expectation of teachers about their salary.	The expectation of colleges’ teachers about their salary	Interval scale
Challenging Job	whether this job is challenge for college’s teacher, and they may can get satisfaction from	The job is challenge for colleges’ teachers towards to job satisfaction	Interval scale

	the success of challenging job.		
Learning Opportunity	whether this college's teacher has the opportunity to study more, the study opportunity can come from job or others.	The college's teacher has the opportunity to study more towards to job satisfaction	Interval scale
Job Satisfaction	a positive feeling about a job resulting from an evaluation of its characteristics	a positive feeling about a job resulting	Interval scale

DATA COLLECTION

In this research, both primary data and secondary data are applied to use for collecting more proper information that will result in a better outcome of this study.

For primary data, the target group will be the teachers who work in colleges of Wuhan. The selected places are college teachers in Wuhan. There are 400 respondents are required to answer the provided questionnaires according to the calculation in the sample size. The time to collect the 400 questionnaires will be around three weeks from Monday to Sunday, around 80 respondents from each week. The researcher will contribute the questionnaires directly to respondents in working offices around the target areas during lunch and evening time. The respondents will be asked to finish the questionnaire right away. The questionnaire has screening questions, which people work in private college or university of China and they have more than six months teaching experience in this private college or university can answer this survey questionnaire.

The secondary data, in this study has been applied from journals, articles, academic text books, websites and previous researches to support this research. The researcher applied all of the secondary data to support the theories and concepts used in this study to be more reasonable and relevant. The secondary data helped the researcher design the questionnaire also.

THE RESEARCH INSTRUMENTS

The simple category scale or simple attitude scale for two categories of questionnaire technique would be used in this study as the research instrument to collecting data from the samples. This study wants to collect appropriate information from the survey, therefore, the questionnaire would be distributed in April of 2021. The questionnaire would be distributed in English language and Chinese language.

The Reliability and Validity Analysis of the Questionnaires

Table: The outcome of Reliability Test

Variables	Reliability Score (α -test)
Expectation of Payment	0.635
Challenging Job	0.607
Learning Opportunity	0.706

The reliability score at least 0.6 showed acceptable reliability. From the above table, it notes that all variables' reliability score are higher than 0.6. It means the respondents are understand the survey questionnaires questions. Each variable are reliable to measure relationship between each other.

METHODOLOGY OF RESEARCH

Descriptive research design is an appropriately method for researching specific subjects and as a predecessor to more quantitative studies. Even as there are some legal concerns about the statistical validity, as long as the limitations are understood by the researcher, this type of study is a costly scientific tool. There are two general categories of descriptive designs, surveys and observational studies.

Descriptive Analysis of Demographic Data

Table : The Analysis of Demographic Data (Gender) Using Frequency
GENDER

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	276	69.0	69.0	69.0
Female	124	31.0	31.0	100.0
Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (Age) Using Frequency

AGE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Under 25 years old	54	13.5	13.5	13.5
25-30 years old	162	40.5	40.5	54.0
31-35 years old	110	27.5	27.5	81.5
36-45 years old	49	12.3	12.3	93.8
Over 50 years old	25	6.3	6.3	100.0
Total	400	100.0	100.0	

MARITAL

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Singal	151	37.8	37.8	37.8
Married	211	52.8	52.8	90.5
Divorce	38	9.5	9.5	100.0
Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (professional qualification) Using Frequency

Professional Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Teaching Assistant	94	23.5	23.5	23.5
	Lecturer	151	37.8	37.8	61.3
	Assistant Professor	79	19.8	19.8	81.0
	Associate Professor	67	16.8	16.8	97.8
	Professor	9	2.3	2.3	100.0
	Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (Education Level) Using Frequency

EDUCATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor's Degree	128	32.0	32.0	32.0
	Master's Degree	199	49.8	49.8	81.8
	doctorate degree	73	18.3	18.3	100.0
	Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (completed education) Using Frequency

COMPLETED EDUCATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	China	307	76.8	76.8	76.8
	Oversea	93	23.3	23.3	100.0
	Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (Income level) Using Frequency

INCOME

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 3000	81	20.3	20.3	20.3
	3001-5000	182	45.5	45.5	65.8
	5001-8000	80	20.0	20.0	85.8
	8001-10000	57	14.3	14.3	100.0
	Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (Favorite job content) Using Frequency

FavoriteJob

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Teaching	117	29.3	29.3	29.3
Both, but prefer teaching more	156	39.0	39.0	68.3
Research	76	19.0	19.0	87.3
Both, but prefer research more	51	12.8	12.8	100.0
Total	400	100.0	100.0	

Table : The Analysis of Demographic Data (Teaching experience) Using Frequency Teaching Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 1 year	65	16.3	16.3	16.3
1-3 years	129	32.3	32.3	48.5
4-7 years	106	26.5	26.5	75.0
8-15 years	91	22.8	22.8	97.8
more than 15 years	9	2.3	2.3	100.0
Total	400	100.0	100.0	

Hypothesis Test

- H1: There is a significant relationship between Expectation of Payment with overall job satisfaction.
- Ho: There is no significant relationship between Expectation of Payment with overall job satisfaction.
- Ha: There is a significant relationship between Expectation of Payment with overall job satisfaction.

Descriptive Statistics

	Mean	Std. Deviation	N
JS	4.906300000	.2086820080	400
EP	4.936066666	.1842067785	400

Correlations

		JS	EP
JS	Pearson Correlation	1	.469**
	Sig. (2-tailed)		.000
	N	400	400
EP	Pearson Correlation	.469**	1
	Sig. (2-tailed)	.000	
	N	400	400

** . Correlation is significant at the 0.01 level (2-tailed).

H2: There is a significant relationship between Challenging Job with overall job satisfaction.

Ho: There is no significant relationship between Challenging Job with overall job satisfaction.

Ha: There is a significant relationship between Challenging Job with overall job satisfaction.

Descriptive Statistics

	Mean	Std. Deviation	N
JS	4.906300000	.2086820080	400
CJ	4.936816666	.1762833911	400

Correlations

		JS	CJ
JS	Pearson Correlation	1	.552**
	Sig. (2-tailed)		.000
	N	400	400
CJ	Pearson Correlation	.552**	1
	Sig. (2-tailed)	.000	
	N	400	400

** . Correlation is significant at the 0.01 level (2-tailed).

H3: There is a significant relationship between Learning Opportunity with overall job satisfaction.

Ho: There is no significant relationship between Learning Opportunity with overall job satisfaction.

Ha: There is a significant relationship between Learning Opportunity with overall job satisfaction.

Descriptive Statistics

	Mean	Std. Deviation	N
JS	4.906300000	.2086820080	400
LO	4.944650000	.1302027626	400

Correlations

		JS	LO
JS	Pearson Correlation	1	.515**
	Sig. (2-tailed)		.000
	N	400	400
LO	Pearson Correlation	.515**	1
	Sig. (2-tailed)	.000	
	N	400	400

** . Correlation is significant at the 0.01 level (2-tailed).

SUMMARY OF THE FINDINGS

This part is a summary for above descriptive analysis of demographic data and hypothesis test. All data analysis result come from 400 survey questionnaires. The respondents filled these questionnaires in Wuhan, China. Researcher used Statistical Product and Service Solutions (SPSS) program analyzed data to get above results. The following parts showed summary of demographic data, summary of hypotheses testing, conclusion of this research, explanations of results, recommendations for research, and future study.

SUMMARY OF DEMOGRAPHIC DATA

According to above demographic data analysis, it can summarize that more than half respondents are male, but also has a lot of female respondents. The most respondents are 25 to 30 years old. The least respondents are over 50 years old people. They still have a lot of respondents are 31 to 35 years old. Most respondents are married, it has 52.8%. Most respondents are lecturer, there are 37.8%. Only 2.3% respondents are professor. Most respondents are master degree it has 49.8%. Most respondents are completed education in China, it has 76.8%. Most of the respondents which income is from 3001 to 5000, there are 45.5% of total respondents. Most respondents' favorite job is teaching and research, but they prefer teaching more, it has 39.0%. Most respondents teaching experience are 1 to 3 years, it has 32.3 %.

CONCLUSIONS

This research analyzed eight factors which can affect overall job satisfaction of teachers in colleges in Wuhan, China. The researcher study the ideas from respondents about expectation of payment, challenging job, learning opportunity. From the SPSS software result, the researcher found that some independent variables have strong relationship with overall job satisfaction. From these results, the researcher concluded some ideas. First, Most of the respondents of Chinese private colleges are young teachers (age 25-35) with middle level income and master degree. They have good salary and good education level. Second, Most of the respondents are lectures who prefer teaching more than research. The teacher think that teaching is easier satisfaction for their job. Third, there is a significant relationship between job satisfaction and learning opportunity. All these factors can affect teacher overall job satisfaction.

RECOMMENDATION

The results of this study are clearly showed that all null hypothesis is rejected. Based on data analysis result, the researcher found some recommendations for job satisfaction of college teachers of Wuhan, China. First, the colleges or universities can give teacher more opportunities and more challenging jobs. Chinese people like challenge job, they want to get a lot working experience from the job. Colleges and universities can help them learn a lot, and also in this way can improve teacher working performance. It is a good way for both teachers and colleges. Second, colleges can improve the working environment of private teachers. As conclusion the working environment are very important for college teachers. This is a big factor to affect teacher's job performance and job satisfaction. Last, the colleges should take care the conflict between work and family, supervisors and subordinates for private college teachers. The working and family have strong relationship for college teachers. If teachers' family members do not support them, they will get high stress for their job. If has a good relationship between working and family, it can be positively affected teachers' job satisfaction and working performance.

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